

## Message Text

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PAGE 01 NICOSI 01226 060847Z  
ACTION EUR-12

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-07 INR-07  
NSAE-00 SIL-01 L-03 IO-13 /044 W  
-----070242Z 041170 /73

R 060815Z MAY 77  
FM AMEMBASSY NICOSIA  
TO SECSTATE WASHDC 5802  
INFO AMEMBASSY ATHENS  
USDOL

UNCLAS NICOSIA 1226

FOR BUREAU OF INT'L LABOR AFFAIRS

E.O. 11652: N/A  
TAGS: ELAB, CY  
SUBJECT: NEW INDUSTRIAL RELATIONS CODE REPLACES 1962  
BASIC AGREEMENT

REF: 10 FAM 430.2

1. A NEW INDUSTRIAL RELATIONS CODE REPLACING THE 1962 BASIC AGREEMENT WAS SIGNED AT THE CYPRUS MINISTRY OF LABOR AND SOCIAL INSURANCE ON APRIL 25, 1977 IN THE PRESENCE OF EMPLOYERS AND LABOR UNION LEADERS.

2. THE MAJOR PROVISIONS OF THE NEW CODE ARE:

- A) EMPLOYERS AND UNION SHALL ABSTAIN FROM DECLARING STRIKES OR LOCK-OUTS ON DIFFERENCES OF INTERPRETATION OR IMPLEMENTATION OF COLLECTIVE AGREEMENTS.
- B) DISPUTES SHALL BE REFERRED TO ARBITRATION EITHER FROM THE START OR AFTER FAILURE OF MEDIATION WITH BOTH SIDES ACCEPTING THE ARBITRATOR'S DECISION.
- C) LABOR UNIONS UNDERTAKE TO TAKE ACTION TO END WILD-CAT STRIKES AND EMPLOYERS UNDERTAKE TO OBSERVE COLLECTIVE AGREEMENTS.

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D) THE NOTICE OF STRIKE ACTION IN CASE OF DEADLOCK IS EXTENDED FROM SEVEN DAYS TO TEN DAYS. THE EMPLOYERS UNDERTAKE TO GIVE TWO MONTHS OR MORE NOTICE OF REDUNCANCY IN CASE OF MASS DISMISSALS.

3. THE NEW INDUSTRIAL RELATIONS CODE WILL BE IN FORCE FOR AT LEAST TWO YEARS. AT THE END OF THIS PERIOD EITHER SIDE CAN

ASK FOR AMENDMENTS AFTER GIVING SIX MONTHS NOTICE.

4. THE SIGNING OF THE CODE WAS HAILED BY THE MINISTER OF LABOR AND SOCIAL INSURANCE, EMPLOYERS, LABOR UNION LEADERS, AND THE PRESS AS A TRIUMPH OF PUBLIC INTEREST AND RESPONSIBLE LEADERSHIP.

5. EMBASSY IS POUCHING TO STATE COPY OF INDUSTRIAL RELATIONS CODE AGREEMENT.  
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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01-Jan-1994 12:00:00 am  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** LABOR RELATIONS, LABOR LAW  
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**Disposition Case Number:** n/a  
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**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
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**Review Markings:**  
Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
22 May 2009  
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